

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy #12: Prevention of Sexual Harassment

1. Summary. This memorandum establishes the Regiment's Policy on Prevention of Sexual Harassment.

2. Overview. The Equal Opportunity Complaint Processing System addresses complaints that allege unlawful discrimination or unfair treatment on the basis of race, color, religion, gender and national origin.

3. Policy Statements.

a. All Soldiers, family members, and civilian employees are entitled to work and live in an environment free from unsolicited and unwelcome sexual overtones.

b. Anyone who is subject to acts of sexual harassment should make it clear that such behavior is offensive and unwelcome and immediately report the incident to the chain of command or alternative reporting agency.

c. Commanders and leaders in the 3d U.S. Infantry (The Old Guard) who witnesses an incident of sexual harassment will immediately take appropriate action to address the behavior. Those who deliberately or negligently fail to correct such misconduct are condoning it and in violation of this policy.

4. Compliance. I will consider punishing Soldiers who engage in discriminatory behaviors or sexual harassment.

5. Procedures and Requirements.

a. Sexual Harassment is a form of gender discrimination that involves unwelcomed sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature. This includes using implicit or explicit sexual behavior to control or influence, or such conduct used by a person as a basis for career or employment decisions affecting this person and interferes with the individual's work performance or creates an intimidating, hostile or offensive working environment.

b. Every leader will follow the procedures outlined in AR 600-20 when dealing with any complaint of sexual harassment.

c. Commanders will conduct prevention of sexual harassment education and training bi-annually.

d. Soldiers or Family members may initiate complaints using the following channels: chain

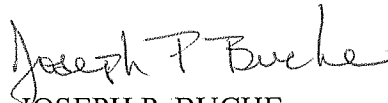
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of command, Equal Opportunity Advisor or Representative, Inspector General, Chaplain, Provost Marshal/Criminal Investigation Command (CID), medical agencies, Staff Judge Advocate, and housing referral office.

e. Commanders will report sexual harassment complaints to the Regimental Equal Opportunity Advisor within 48 hours of initiation and provide status reports every 7 days until the complaint is resolved.

6. Staff Proponent: The proponent for this policy is the Regimental Equal Opportunity Advisor at 696-0801.



JOSEPH P. BUCHE

Colonel, Infantry

Commanding

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